



ANALYSIS OF MANPOWER EXPORT

2018

BUREAU OF EMIGRATION AND
OVERSEAS EMPLOYMENT (HQ)
ISLAMABAD

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SECTION 1

INTRODUCTION

1.1 Background

The history of migration is as old as mankind which started with the advent of first ever human to earth. With the passage of time, to meet the daily needs, people became nomads and they used to settle at places where there was water in abundance. According to the research studies, at some stage of their development, all countries, have experienced the movement of their labor force from the agricultural sector into the non-agriculture sector. This inter-sectoral allocation of labour has implied geographical movement of workers from rural (agricultural) areas to urban (industrialized) areas. Main push and pull factor of inter-sectoral movements is the wage or income differential across sectors and the rational economic agents decide the nature and geographical location of their potential job, wages and locations. Migration can then be perceived as a route to economic opportunity. However, individuals with better education, skills and access to information are more likely to migrate, and migration is than seen as a selective rather than a random process¹.

Before partition of Sub-Continent, Great Britain changed the entire concept of migration and incepted various mega projects such as railways, roads, dams etc. After their departure, due to lower wages, lack of job opportunities and persistent economic slowdown, Pakistan migration has been directed towards United Kingdom, Europe and USA because of their economic veracity and better livelihood.

The world later witnessed the economic prosperity in Gulf Cooperation Council Countries in early 70s with the discovery of Black Gold (Crude Oil). A lot of developmental activities were started by the GCC countries particularly Kingdom of Saudi Arabia (KSA) and United Arab Emirates (UAE), to economically lift their countries. The population of GCC countries was meager in number hence, they decided to recruit manpower from South Asian countries because of their audacity,

¹ Pakistan: Internal Migration And Poverty Reduction by Rashid Memon, retrieved from <http://www.researchcollective.org>.

experience and keenness to work. It is therefore, since the early 1970s, Pakistani emigration has been primarily directed toward the oil-rich Gulf states.

The Government of Pakistan preempted the future developmental activities of GCC and decided to take benefit from it. In this regard, Bureau of Emigration and Overseas Employment (BE&OE) was established on 1st October, 1971 by merging three departments; Protector of Emigrants, Directorate of Seamen Welfare and National Manpower Council. BE&OE initially functioned under Emigration Act, 1922 and Rules, 1959 which were abrogated after the promulgation of Emigration Ordinance, 1979 and Emigration Rules, 1979. Total 3534 Pakistanis proceeded during first three months of the Bureau's inception (October, 1971 to December, 1971).

As per latest statistics more than 10.48 million Pakistanis have legally proceeded abroad for employment since 1971, among which around 96.15 percent went to GCC countries, especially KSA and UAE. UAE remains the largest country for Pakistani workers across the world where, 0.275 and 0.209 million migrant workers proceeded for employment, followed by Saudi Arabia where, 0.143 and 0.10091 million workers proceeded during 2017 and 2018 respectively. Oman was the third largest country where 27202 and 42,362 Pakistani workers went for better job opportunities in 2018 and 2017.

1.2 Functions of Bureau of Emigration and Overseas Employment

Bureau of Emigration and Overseas Employment is performing various functions for promotion of Pakistani manpower to different countries. Bureau controls and regulates the emigration process under the Emigration Ordinance, 1979, Emigration Rules, 1979 and Procedure devised under Emigration Laws. Moreover, it looks after the welfare and facilitation of the emigrants. Pre and Post departure orientation of emigrants is one of the key functions of the Bureau. It also monitors, supervises and processes Overseas Employment Promoters (OEPs) licenses. It is mandatory for Pakistani workers to get insurance coverage before proceeding abroad. Bureau is managing the State Life Emigrants Insurance Fund (SLEIF). Bureau of Emigration & Overseas Employment plays a key role in devising Memorandum of Understandings (MOUs) with manpower importing countries for export of manpower and advises the Federal Government on emigration procedures and policies.

1.3 Organization

Bureau of Emigration and Overseas Employment is comprised of Directorate of Administration/Establishment, Operation, Research, Coordination, Finance and Information Technology.

1.4 Protectorate of Emigrants (PEs)

There are seven regional offices named “Protectorates of Emigrants” operating in Karachi, Lahore, Rawalpindi, Peshawar, Multan, Malakand and Quetta. These Protectorates are performing various functions under the Rule-4 of Emigration Rules, 1979. P.E offices process all private sector employment demands of OEPs according to the procedure laid down under Emigration Laws and monitor & supervise the working of OEPs. They provide Pre-Departure orientation/briefings to the migrant workers.

1.5 Community Welfare Attaches (CWAs) Offices

The Government of Pakistan has appointed 21 Community Welfare Attachés (CWA) in 15 different countries, under Section 7 of Emigration Ordinance, 1979. These CWAs perform their duties under Rule 30 of Emigration Rules, 1979 to safeguard the interest of migrant workers working/residing in Countries of Destination (COD).

1.6 Report Objectives

Major objective of the current report is to analyse the overall performance of Bureau and its seven regional offices i.e. Protectorates of Emigrants during the year 2018. The report covers the following specific objectives: -

- I. To compare & analyze trends of manpower export to different manpower importing countries during 2018 with reference to 2017.
- II. To highlight the steps taken by BE&OE to improve and facilitate the emigration process.
- III. To suggest measures to capture the future market avenues/export/manpower export for overseas employment.

SECTION 2

PERFORMANCE OF BUREAU OF EMIGRATION AND OVERSEAS EMPLOYMENT

This section highlights the overall performance of Bureau of Emigration & Overseas Employment (H.Q) and its regional offices namely “Protectorates of Emigrants” during the year 2018 in terms of Pakistani manpower export to other countries. It highlights the patterns/trends of migration with comparative analysis of 2017 and 2018. Moreover, month-wise, country-wise, region-wise, district-wise and category-wise analysis is also reported. Further, it discusses the skill composition of emigrants with top Countries of Destination (COD) along with inward remittances by Overseas Pakistanis.

2.1 Region Wise Distribution of Pakistan’s Manpower (1971-2018)

S.#	Countries	1971-2018	%
1	GCC Countries	10085476	96.15
2	Other Middle Eastern Countries	106763	1.02
3	Africa	99789	0.95
4	Malaysia	97315	0.93
5	EU Countries	32613	0.31
6	South Korea	15472	0.15
7	Others	52217	0.50
	Total	10489645	100.00

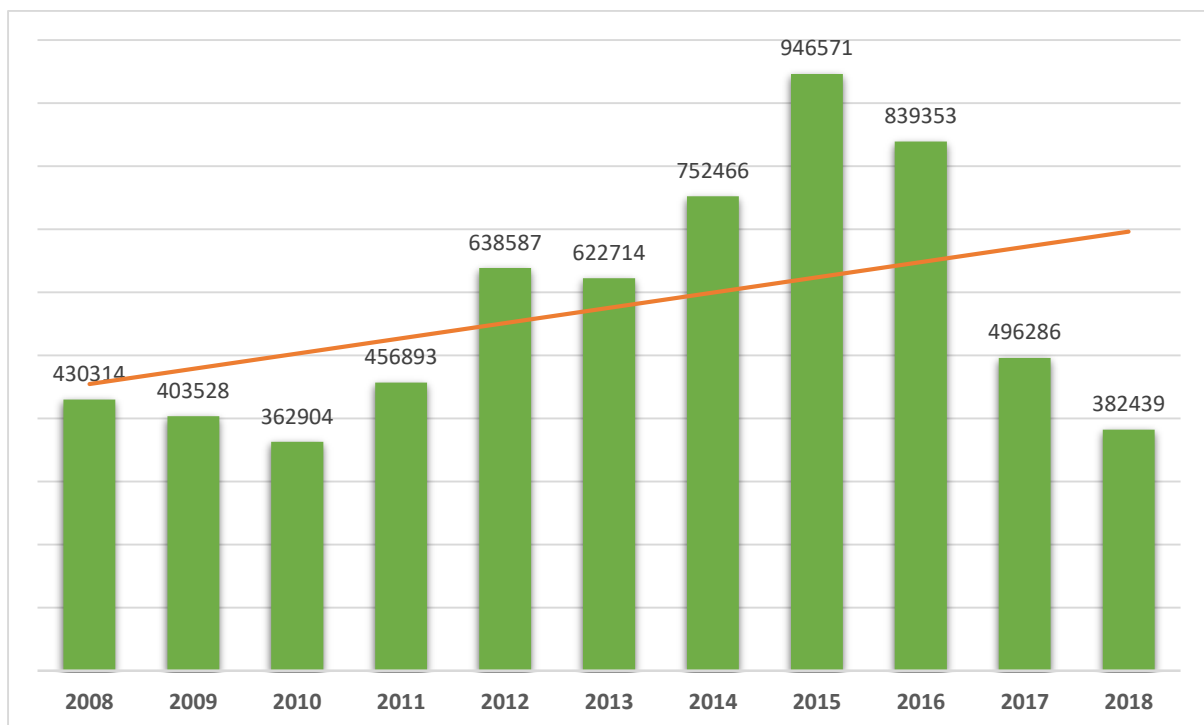
Source:BE&OE,(2019)

The above table shows the concentration of Pakistani migrant workers across the globe. As a populous country having surplus workforce, Pakistan has been providing labor force to different parts of the world and 10.48 million Pakistanis were registered through Bureau of Emigration and Overseas Employment (BE&OE) during 1971 to 2018. Pakistani migrant workers can be found in almost all countries of the globe however majority of them is concentrated in Gulf Cooperation Council (GCC) countries. An overwhelmingly large reliance on these countries for jobs (and

remittances) is a cause of great concern for Pakistan due to the heightened vulnerability associated with having so many workers in a few places that are not immune to economic fluctuations.²

Apart from GCC, Malaysia has emerged as a potential destination source country for Pakistani migrant workers in recent years, but it cannot be considered as an alternate market to Gulf countries yet. Prior to 1970s, the flow of Pakistani migrant workers was mostly towards European countries particularly United Kingdom and USA. The oil boom in early 70s in the Gulf region was the era of economic and infrastructure development in the region which changed the pattern of international migration. The South Asian countries especially Pakistan, India and Bangladesh were major origin countries from where majority of the workforce proceeded towards GCC countries.

2.2 Annual Flow of Pakistani Emigrants (2008-2018)

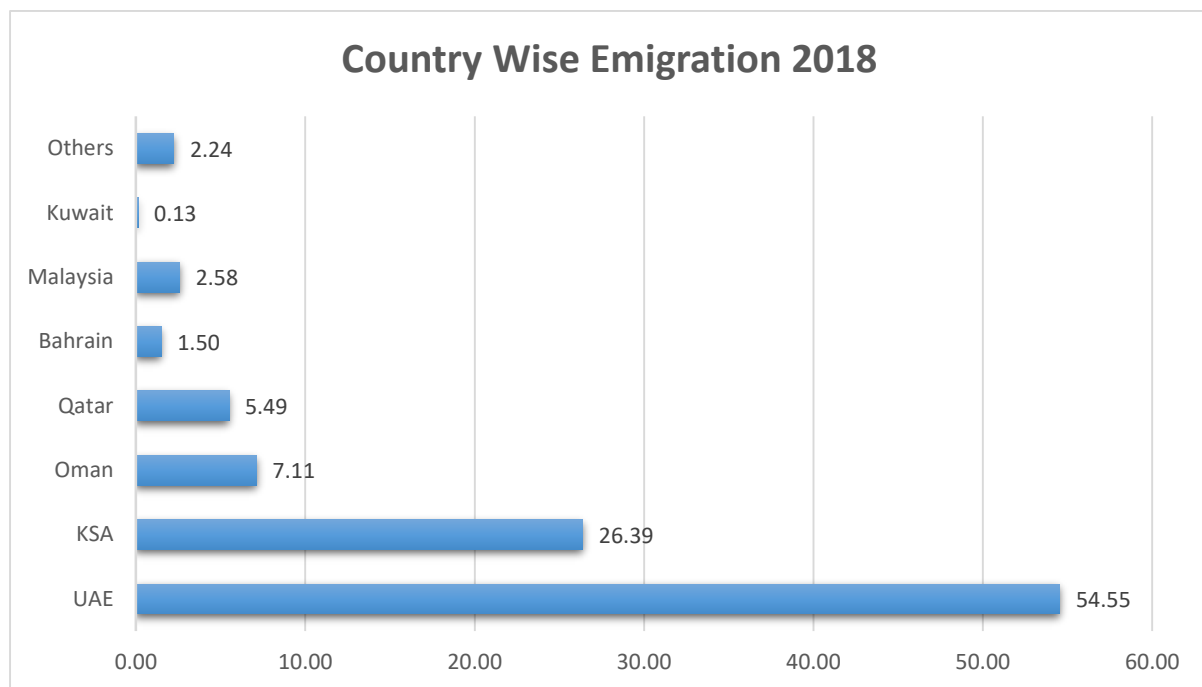


The above graph indicates the emigration pattern from 2008 to 2018. Both increasing and decreasing trend can be observed during the mentioned period. The graph shows an increasing trend in manpower export from Pakistan from the year 2012 reached to the highest number of migrant workers in 2015. It is evident that the increasing trend of export of manpower started from 2012 onwards and the year 2015 witnessed the

²From Pakistan to the Gulf region: An analysis of links between labour markets, skills and the migration cycle, ILO

highest growth. Similarly, a declining trend in manpower export in the above graph was observed for the years 2016 and 2017 which further declined in 2018 when 382,439 emigrants proceeded abroad showing a decline of 23% in number of emigrants compared to the year 2017. The decline in export of manpower is of great concern to Pakistan, as foreign remittances sent by overseas workers contribute a lot to the dwindling economy of Pakistan. Overseas workers remittances are also an important source of foreign exchange earnings and play a major role to stabilize the economy by covering up trade deficit.

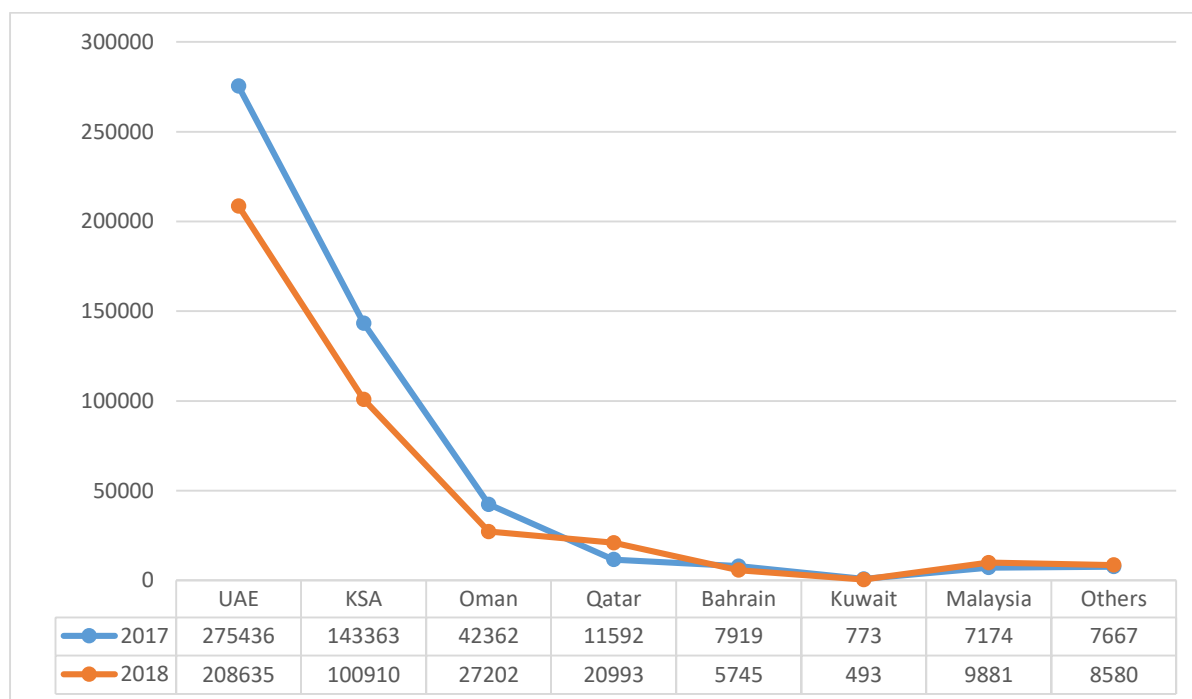
2.3 Country Wise Emigration Trend in 2018



The emigration pattern of 2018 indicates that the United Arab Emirates (UAE) is the largest destination country for Pakistani emigrants where more than 54 percent of the emigrants proceeded followed by Saudi Arabia (26.39%), Oman (7.11%), Qatar (5.49%), Malaysia (2.58%), Bahrain (1.50%) and Kuwait (0.13%). It is interesting to note that traditionally Kingdom of Saudi Arabia (KSA) was leading country in the emigration chart in terms of numbers however in 2017 and 2018 the trend has changed. In fact, the major decline of manpower export was observed in KSA, while UAE has sustained the manpower intake from Pakistan. The emigration statistics for the year 2018 kept UAE on top of the chart and KSA in second slot as evident from the above graph. Altogether, about 81% of the total emigrants proceeded to these two countries (UAE and KSA) in 2018. GCC countries are still the major destination

countries for Pakistani migrant workers but the changing dynamics of Gulf economies after fall of oil prices have posed a challenging situation for Pakistani work force especially for unskilled and semi-skilled.

2.4 Country Wise Comparative Analysis of Migrant Workers (2017 & 2018)



Source: BE&OE, (2019)

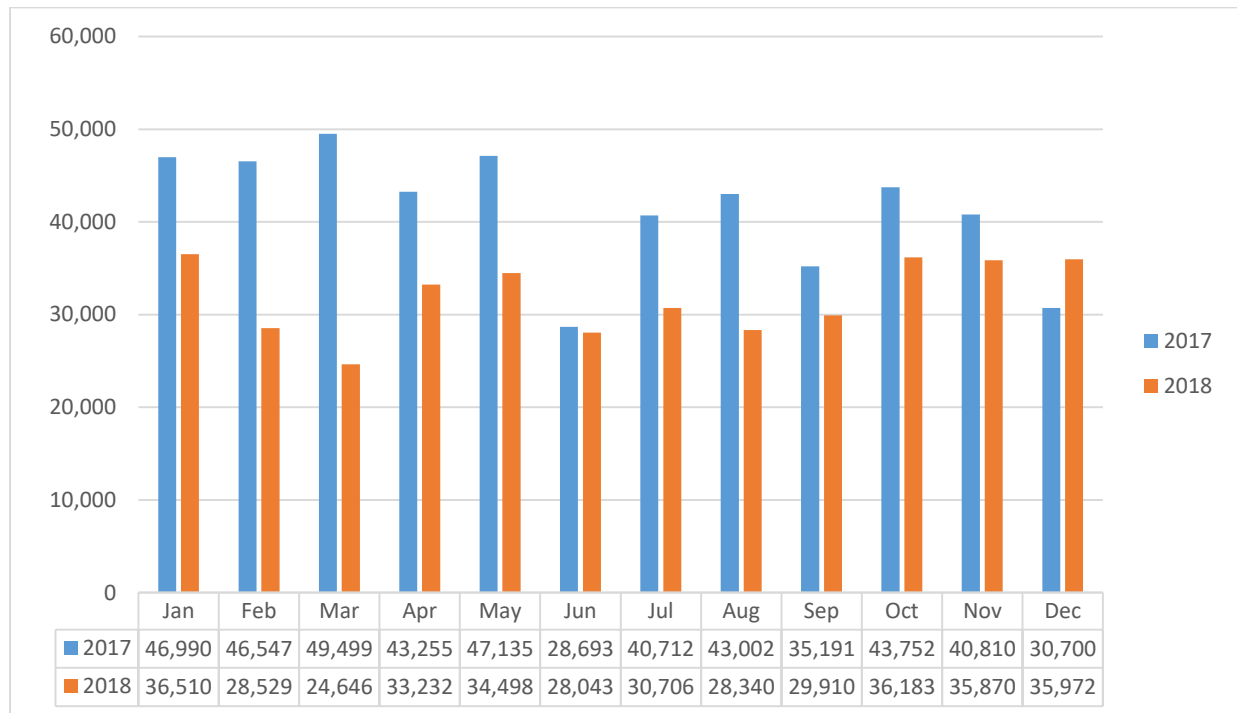
The above graph shows, country wise comparative analysis of migrant workers during the years 2017 and 2018. Major decline of 42,453 (29.30%) in manpower export in case of Saudi Arabia were recorded when only 100,910 emigrants proceeded in the year 2018 against the number of emigrants in 2017.

Likewise, a decline of 66,801(24.25%) migrant workers for UAE was witnessed in the year 2018. Apart from Saudi Arabia and UAE, export of manpower has sustained in other GCC countries in year 2018 as shown in the above graph. Moreover, an increasing trend was witnessed in Qatar and Malaysia where 20,993 and 9881 Pakistanis proceeded abroad for employment respectively. In Qatar the increase was 81 % in terms of percentage which is a positive sign since Qatar has announced 0.1 million jobs for Pakistani workers for its upcoming FIFA world cup 2022. Qatar has also opened Visa Centers in Pakistan (Islamabad & Karachi) to facilitate the Pakistani migrant workers for visa processing before their departure to Qatar.

Saudi Arabia has been the top destination country for Pakistani emigrants for last many decades. The situation has now changed partly due to Vision 2030 wherein

native population is being encouraged in job market and trades whereas employment of expatriates has been reduced.

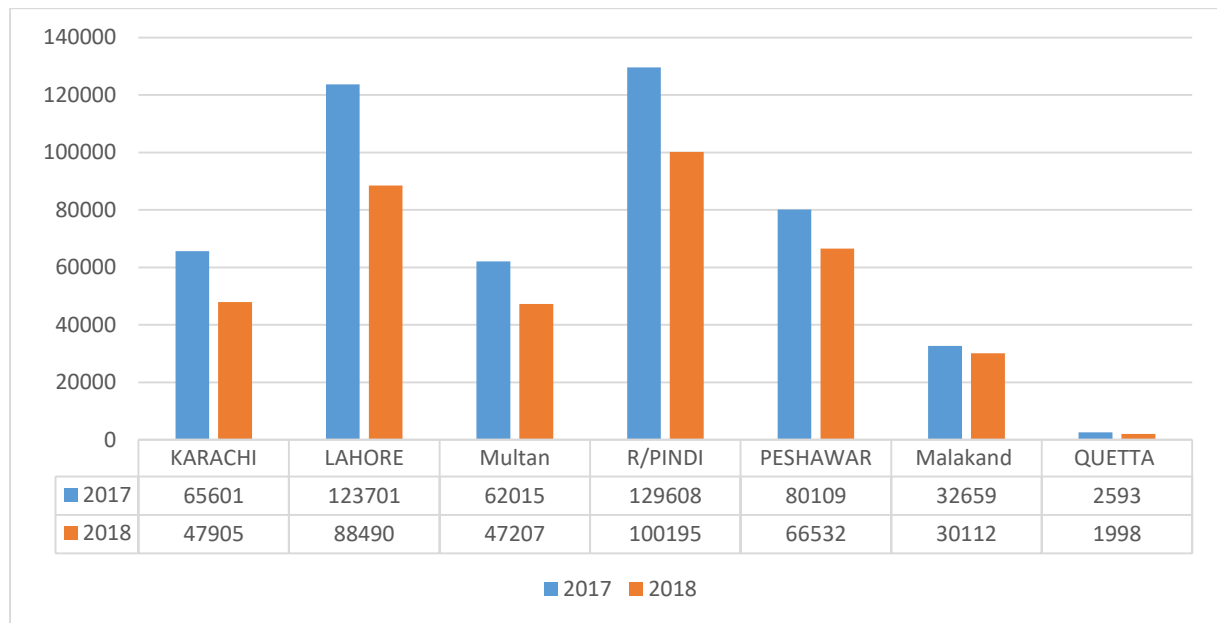
2.5 Month Wise Emigration Trend (2017 & 2018)



Source: BE&OE, (2019)

The above graph indicates the month wise pattern of emigration in 2017 & 2018. Highest number of emigrants i.e. 36510 were registered during the month of January 2018. On the contrary, a declining trend was observed in other months of 2018 as compared to 2017. However, a healthy and sustained trend was witnessed since October 2018 onwards.

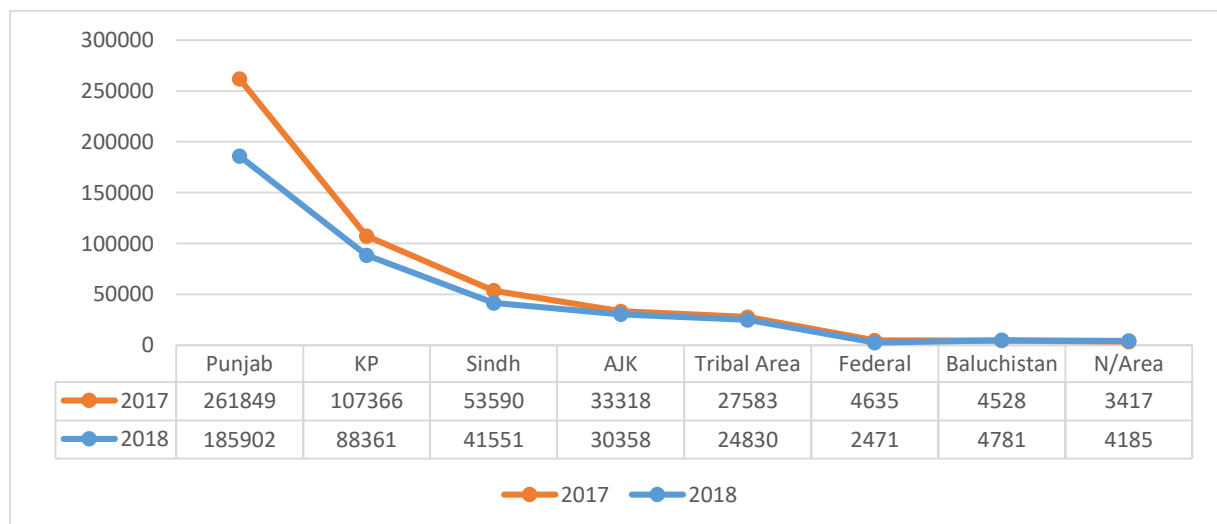
2.6 Protectorates Wise Emigrants Comparison in Terms of Emigrants Registration (2017 & 2018)



Source: BE&OE, (2019)

There are seven regional offices called Protectorate of Emigrants operating in the country. In year 2018, the declining trend can be seen in all the P.E offices. Majority of the emigrants were registered through P.E Rawalpindi followed by Lahore, Peshawar, Karachi, Multan, Malakand and Quetta. During 2018, major decline was observed in P.E Lahore (35211) followed by Rawalpindi (29413), Karachi (17696), Multan (14808), Peshawar (13577), Malakand (2547) and Quetta (595) as compared to 2017.

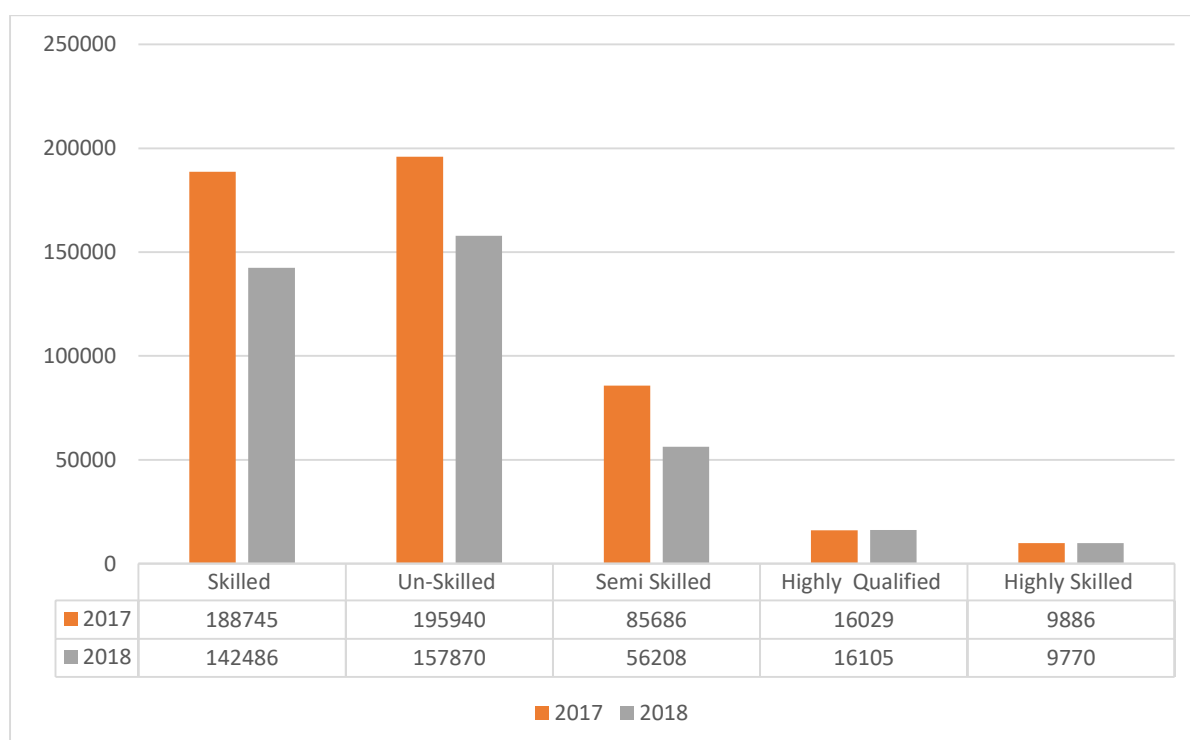
2.7 Provincial/Regional Pattern of Emigration (2017 & 2018)



Source: BE&OE, (2019)

The above graph shows the province/regional pattern of emigration in 2017 and 2018. During 2018, majority of the emigrants proceeded abroad were from Punjab followed by KP, Sindh, AJK, Tribal areas, Federal capital, Baluchistan and Northern areas. The trend line of 2018 is showing major decline in Punjab, KP and Sindh whereas increasing trend is being observed in case of Baluchistan and Northern areas. The emigration pattern is almost similar in rest of the regions. In 2018, Punjab witnessed a decline of 75,947 followed by KP (19,005), Sindh (12,039), AJK (2960), Tribal Area (2753) and Federal capital (2146). Despite the decline in number of emigrants, Punjab arose as the largest province in terms of population and its share in migration was also according to its population size i.e. majority number of migrants proceeded abroad from Punjab during 2018. On the other hand, KP stands on second position in terms of migration but it is on third position as per population statistics indicating attraction of KP peoples towards foreign employment.

2.8 Skill Composition of Emigrants (2017 & 2018)

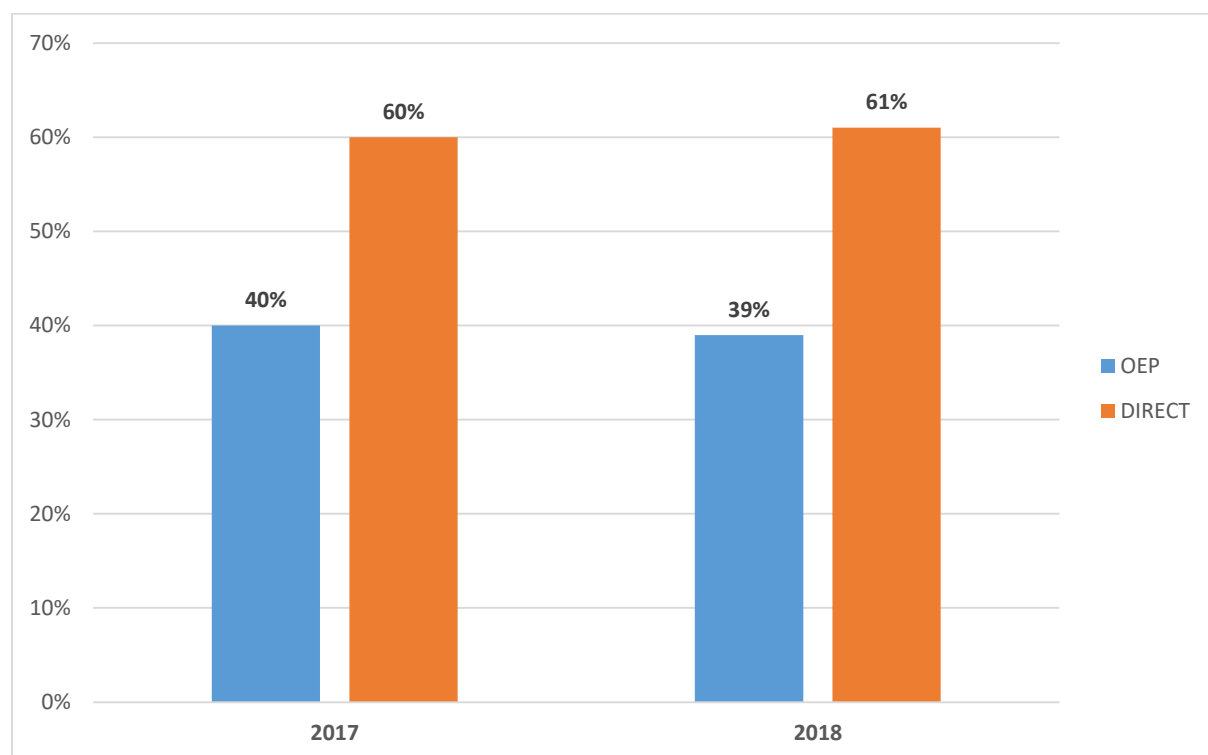


Source: BE&OE, (2019)

Bureau of Emigration and Overseas Employment compiles the data of migrant workers in various trades/occupations categorized in five skill sets i.e. highly qualified, highly skilled, Skilled, semi-skilled, unskilled.

The above graph shows the comparative analysis of these skill sets in last two years. A declining trend in low-skilled categories while an increasing trend is being witnessed in highly qualified category whereas emigration pattern is being sustained in high skilled category. It can be inferred from above results that Gulfization policy introduced by GCC countries has created challenging situation for expatriate workers. The scope for low skilled workers is declining and competition among expatriates would increase. The upskilling and certification of workforce is the pressing need of the time to meet the international standard and demand. In this regard the role of NAVTTC, TEVTA's and Higher Education Commission (HEC) is crucial to produce skilled and qualified workforce. In this regard the formation of the Committee on Skill upgradation under Prime Minister directive is a positive step in which all relevant stakeholders are its members. Moreover, efforts are required at Government to Government level to grab employment opportunities for Pakistani workforce.

2.9 Mode of Overseas Employment (2017 & 2018)



Source: BE&OE, (2019)

According to Emigration Ordinance 1979 and Emigration Rules 1979, an emigrant can proceed abroad for employment in two ways i.e through registered overseas employment promoters (OEPs) and through direct method (through his/her own effort). The pattern of mode of employment is almost similar in 2017 and 2018 as evident in the above graph. Traditionally, the trend of mode of employment was OEP

(60%) and direct (40%). The trend started to reverse from 2017 mainly due to economic slowdown of Gulf economies especially in KSA. As KSA is the largest destination country for Pakistani migrant workers where majority of workers proceeded through OEP's. The decline of manpower export to KSA also negatively affected the business activities of OEP's particularly for those who dealt with manpower proceeding towards KSA. The emigration statistics of BE&OE indicates that the trend of direct employment is more towards European countries whereas trend of export of manpower towards GCC is mainly through OEPs except UAE where majority of the emigrants proceed through direct employment visa.

2.10 Top 10 Districts in terms of Emigrants/Workers Manpower Export during 2017 and 2018

S.No	2017		2018	
	District	No. of Emigrants	District	No. of Emigrants
1	Karachi	29687	Karachi	20180
2	Sialkot	23036	Sialkot	15776
3	Gujranwala	17857	Gujranwala	12577
4	Lahore	17301	Lahore	11861
5	Faisalabad	14443	Swat	9920
6	Swat	11074	Faisalabad	9161
7	Dera Ghazi Khan	9566	Dera Ghazi Khan	8785
8	Rawalpindi	9339	Lower Dir	7888
9	Lower Dir	8800	Gujrat	7215
10	Mardan	8372	Mardan	6947

Source: BE&OE, (2019)

The above table shows the top 10 districts of 2017 and 2018 in terms of export of manpower. Despite an overall declining trend during 2018, Karachi, Sialkot, Gujranwala and Lahore remained leading districts in the both years. The top districts in terms of emigration are almost the same in 2018 with little change in their positions. Gujrat entered top 10 districts replacing Rawalpindi in 2018. In the above mentioned list, seven districts are from Punjab, two from KP and one from Sindh.

2.11 Occupation Wise Comparative Analysis (2017 and 2018)

(A) Most in demand categories in 2018

S.No.	Category	2017	2018	Difference	Percentage
1	Engineer	4,021	4,676	655	16.29
2	Teacher	1,854	2,211	357	19.26
3	Doctor	1,632	1,945	313	19.18
4	Pharmacist	1,217	1,346	129	10.60
5	Designer	809	850	41	5.07

Source: BE&OE, (2019)

The above table shows the increasing pattern in the highly skilled/qualified categories such as Engineers, doctors, teachers and pharmacist etc. in 2018. It indicates that there is scope for highly qualified professionals in international job markets. The above trend provides a baseline that more focus should be on high skilled individuals to get employment opportunities abroad.

(B) Declining Job Categories in 2018

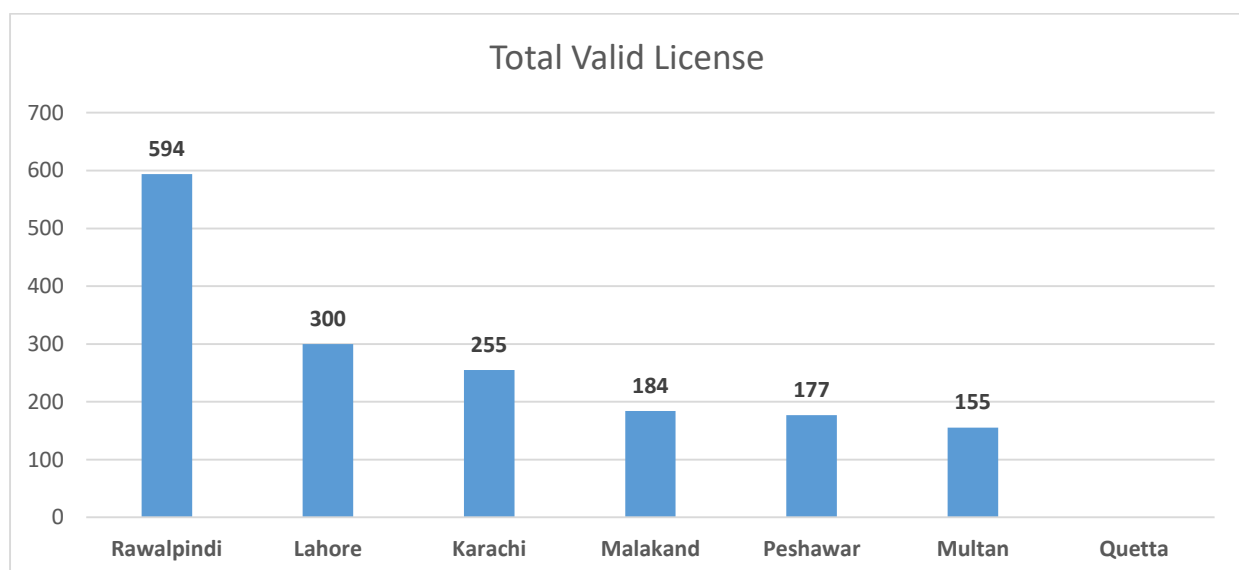
S.No.	Category	2017	2018	Difference
1	Labourer	183382	150,274	33,108
2	Technician	18266	11,368	6,898
3	Mason	23986	17,130	6,856
4	Carpenter	18204	11,629	6,575
5	Electrician	17194	12,076	5,118
6	Agriculturist	12,558	7,596	4,962
7	Salesman	12,938	8,225	4,713
8	Steel Fixer	11490	7,069	4,421
9	Plumber	10440	6,352	4,088
10	Operator	9,160	5,173	3,987

Source: BE&OE, (2019)

The table 'B' shows the decreasing trend in major categories during 2018. The overall pattern of decrease in these occupations is almost similar as it was in year 2017. The major decline in year 2018 was observed in trades such as labourer, technician and mason. Majority of the above mentioned categories are related to construction sector which clearly indicates the slowdown of infrastructure development projects in GCC countries. Traditionally, Pakistan has been exporting manpower in the categories of labourer, driver, technician and mason etc. to GCC countries. The economic crisis emerged after fall of oil prices created troubles for unskilled/low skilled expatriates. In case of KSA, more decline is expected in the driver category as the incumbent government allowed women to drive on their own.

2.12 Overseas Employment Promoters (OEPs)

A) Active OEP licenses detail

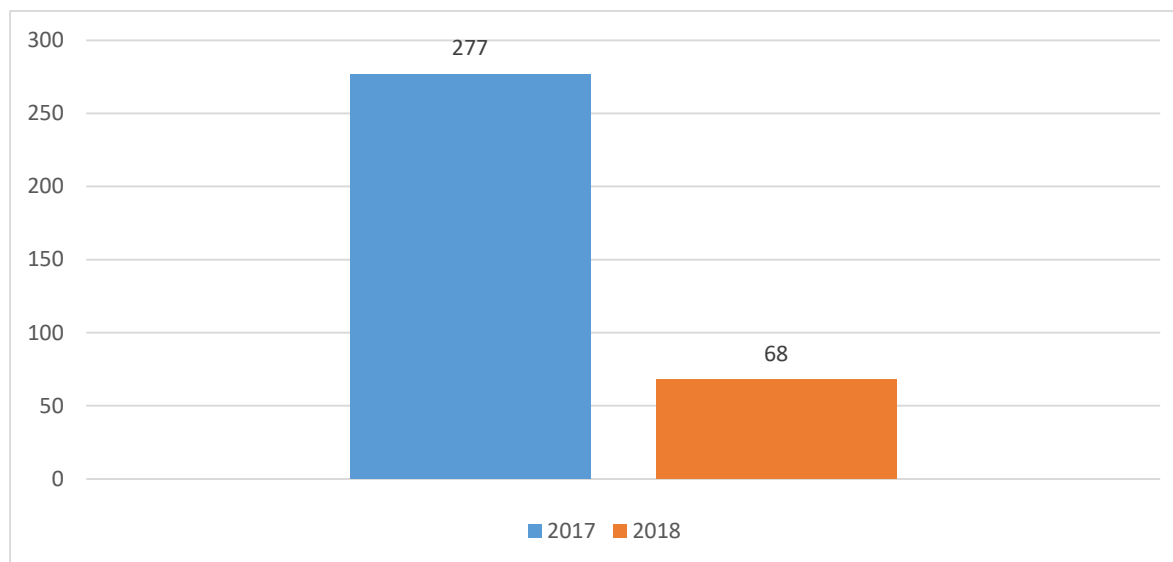


Source: BE&OE, (2019)

Bureau of Emigration and Overseas Employment (BE&OE) issues licenses to Overseas Employment Promoters (OEPs) in private sector under Section 12 of Emigration Ordinance, 1979. Currently, 2056 active(with valid licences) OEP's are operating in the country. These OEPs are playing a vital role to Pakistan's manpower export throughout the world for employment. They make contracts with leading employers of Country of Destination (COD) and procure manpower demand in various occupations and report to the respective Protector office for grant of permission. After getting permission from PE office, the job advertisement is published in local

newspapers. Furthermore, OEPs are required to renew their licenses on the basis of their performance. Those who fail to fulfill the required criteria cannot get the renewal under Emigration Ordinance 1979. The detail of active OEP's is available on Bureau's website (www.beoe.gov.pk). The above graph indicates that majority of the OEP's are operating in the domain of PE Rawalpindi, followed by Lahore, Karachi, Malakand, Peshawar and Multan.

B) Issuance of Licences to OEPs in 2017 & 2018



Source: BE&OE, (2019)

During the year 2018, 68 new licenses were issued to private sector OEPs to boost manpower export. Less number of new OEP licenses in 2018 was mainly due to shrinking of job opportunities for Pakistanis in GCC countries. The decline in export of manpower mainly in KSA also affected the inclination of people towards new OEP licenses.

C) Status of complaints against OEPs

Regional P.Es	Complaint Status				Total
	Received	Settled/Closed	Under Process	Referred to FIA	
Lahore	370	163	163	44	740
Malakand	68	14	38	15	135
Peshawar	77	26	39	12	154
Multan	56	43	12	1	112
Rawalpindi	1860	1137	432	291	3720
Quetta	1	0	1	0	2
Karachi	221	86	131	9	447
Total	2653	1469	816	372	5310

Source: BE&OE, (2019)

BE&OE has established a proper mechanism for redressal of complaints against OEP's who violate the Emigration Ordinance 1979 and Rules made there under. As a regulating body, BE&OE under Emigration Rules 1979, takes action against OEPs indulged in malpractices by suspending their license for a specific time period and can also forfeit security fully or partially. In case of serious offences, the cases can be referred to special courts for inquiry/investigation, which may result into 14 year's imprisonment. The above data shows that Bureau has received 2653 complaints against OEPs. Out of which, 1469 complaints were settled, 816 were under process and 372 cases of serious nature were referred to FIA and 54 licenses were cancelled.

2.13 Foreign Remittances

YEAR	Amount (US \$ MILLIONS)
2008-09	7811.43
2009-10	8905.95
2010-11	11200.9
2011-12	13186.58
2012-13	13920.26
2013-14	15832.25
2014-15	18,454.04
2015-16	19,954.96
2016-17	19,303.58
2017-2018	19,622.65
2018-19 (July-December)	10,718.78
Total	158911.38

Source: State Bank of Pakistan, (2019)

Foreign remittances have increasingly become important and key source of foreign exchange reserves and at the same time play a major role in economic stabilization. Remittances positively affect economic growth by reducing dependence on external borrowing, reducing current account or trade deficit and improving the balance of payment position³. Remittances constitute one of the largest and more resilient sources of foreign exchange earnings for developing countries including Pakistan. Remittances have always been a major driving force for emigration and has served as an effective source for economic development of Pakistan. Analysts are of the view that, the consistent rise in remittances is directly linked with two major factors; the continuous rise in labor migration and increase in high skilled migrant workers.

³ Iqbal, Z. and A. Sattar. (2005). The contribution of Workers' Remittances to Economic Growth in Pakistan. Research Report. Pakistan Institute of Development Economics.

According to the Global Migration Indicator (2018), total \$466 billion dollars of remittances were sent to low-and middle-income countries in 2017, which is more than three times the size of official development assistance (ODA). Similarly, as per latest edition of the world Bank's Migration and Development Brief (2018) released on December 8th, 2018 remittances to low- and middle-income countries grew rapidly and are projected to reach a new record in 2018. The Bank estimates that officially recorded remittances to developing countries is expected to increase by 10.8 percent to reach \$528 billion in 2018. This new record level follows robust growth of 7.8 percent in 2017. Global remittances, which include flows to high-income countries, are projected to grow by 10.3 percent to \$689 billion. The flow of workers remittances to Pakistan has grown continuously over the past years, rising from 7,811 million dollars in FY 2008-09 to 19,622 million dollars in FY 2017-18. Contribution of remittances in Pakistan's economic development has been widespread. It has helped in reviving economic activities; created employment opportunities; reduced poverty; improved the living standards of the recipient families; prevented the balance of payment crisis; building up foreign exchange reserves and stability in exchange rate. More importantly, remittances have proven to be more resistant to economic shocks than other types of private capital flows.

2.14 Death and Disability Claims by Emigrants during the year 2018

There is compulsory insurance scheme for Pakistanis proceeding abroad for employment, introduced since February 1982. The scheme is being implemented by Bureau of Emigration and Overseas Employment under Rule 22-A of Emigration Rules 1979 through State Life Insurance Corporation. Under the scheme every intending emigrant is insured up to Rs.10,00,000/- (one million) against one time premium of Rs.2500/- for the period of five years, with disability coverage where applicable. Insurance Coverage is renewable for another period of 5 years on payment of Premium of Rs.2500 if an emigrant desires so. The Premium is collected directly by the State Life insurance Corporation of Pakistan and a fund has been created named "State Life Emigrant Insurance Fund" (SLEIF).The operations, regulation and expenditure from SLEIF are governed through SLEIF Expenditure Rules.

Table: Death and Disability Claims in 2018

Year	Death	Death Claims Paid (Pak Rs.)	Disability	Disability Claims Paid (In Pak Rs.)
2018	900	707,169,017	175	715,000,00

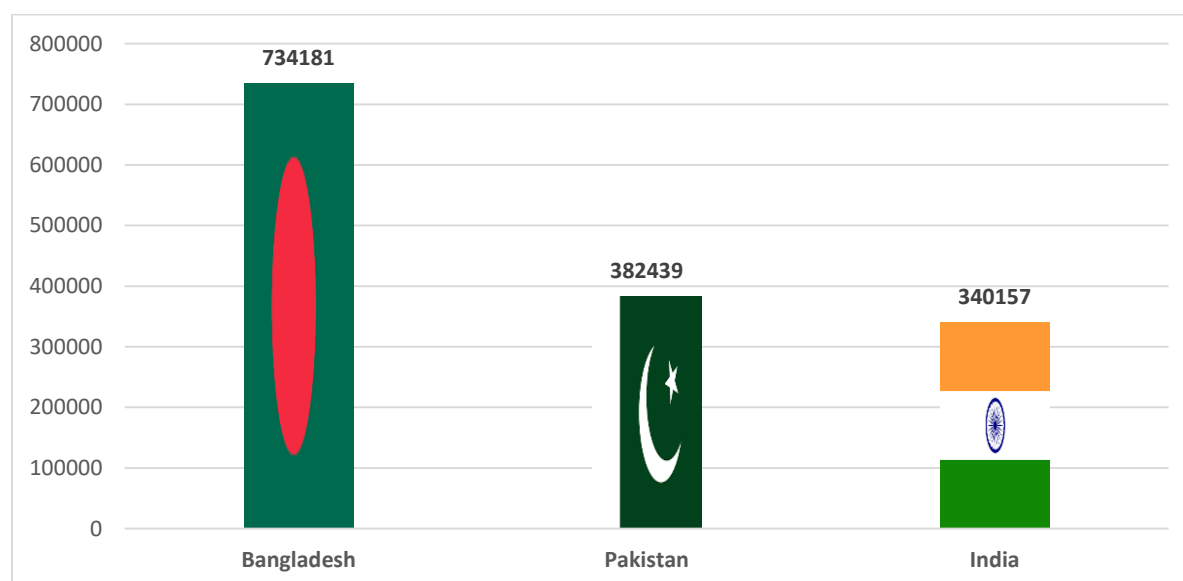
Source: BE&OE, (2019)

The table reflects the death and disability claims paid to the Pakistani migrant workers for the year 2018. During 2018, Rs.707 million were paid against 900 death claims. Similarly, Rs. 71.5 million were paid against the disability claims of 175 cases.

SECTION 3

ANALYSIS OF REGIONAL MANPOWER EXPORT

3.1 Regional Export of Manpower in 2018

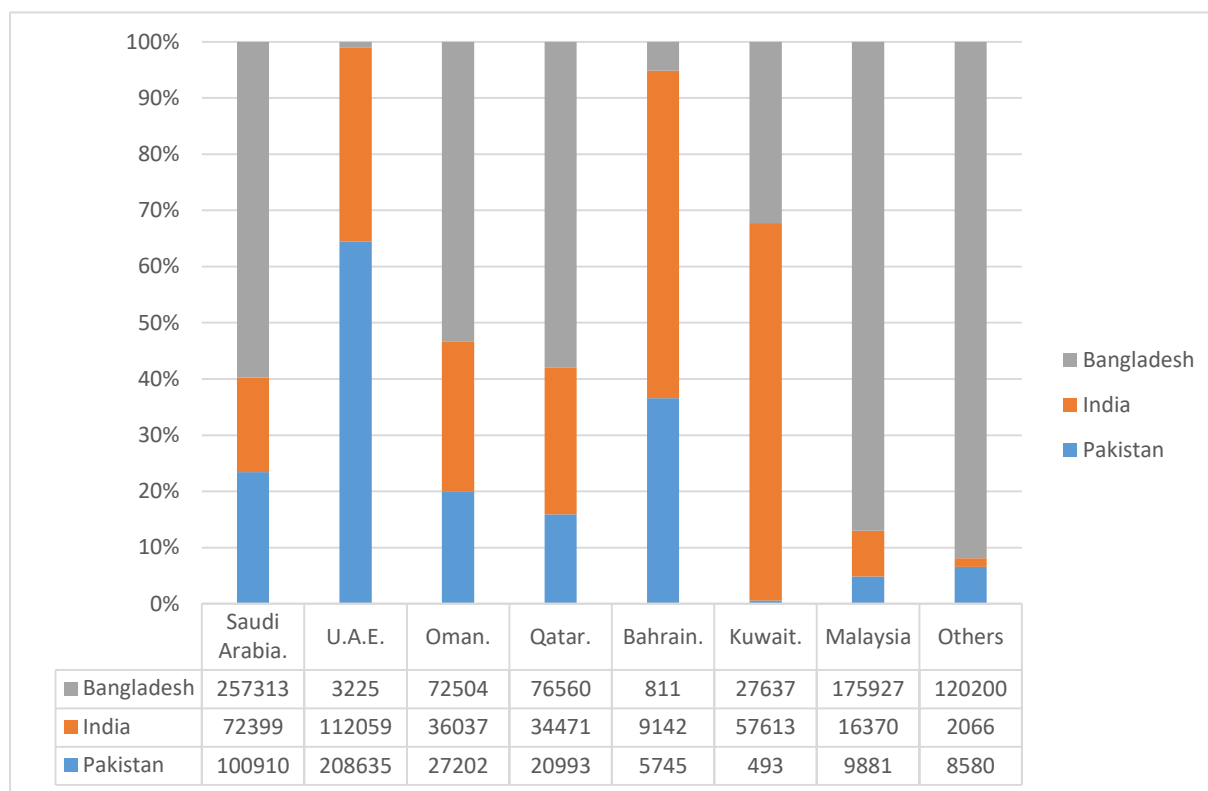


Source: Bangladesh: www.bmet.gov.bd , Pakistan: www.beoe.gov.pk, India:www.emigrate.gov.in

As far as emigration statistics of India is concerned, it is pertinent to mention that the above mentioned figures are taken from emigrate portal of India where only blue collar workers (having ECR passports) are registered due to India's policy of segregation of their passports as (ECR) Emigration Clearance Required; which means that "Indian citizens without a matriculation certificate need to get an emigration clearance from the office of the Protector of Emigrants of India to travel abroad to 18 countries to seek employment". Another category of passports i.e. (ECNR) Emigration Clearance Not Required; according to which "Indian citizens paying Income tax and those with educational qualifications above matriculation are eligible for ECNR passports" and were exempted from Protector clearance. However, the Indian Government since 1st January 2019 changed their policy and made it mandatory for every Indian emigrant going abroad on employment visa to be registered on emigrate portal 24 hours before their departure.

The above graph shows the total export of manpower in 2018 from Pakistan, Bangladesh and India. The overall trend is similar as it was in 2017 but all three countries faced declining trend in 2018. Though Bangladesh is still managing the better position as evident in the above graph but it faced a decline of 274,344 workers in 2018 as compared to 2017. Out of total manpower export from Bangladesh in 2018, a total of 101,695 female workers (generally maids) got overseas employment. Bangladesh manpower got an upsurge in 2017 after lifting ban from KSA and it signed a labour pact through which 500,000 Bangladeshi workers proceeded mainly in domestic sector. In 2017, 551,308 Bangladeshi workers only proceeded to KSA which has reduced to 257,313 (53%) in 2018. Pakistan and India suffered mainly in KSA due to slowdown of construction sector related activities because Saudi government made huge cuts in its development budget which affected the blue collar workers of both the countries. On the other hand, Bangladesh got advantage in domestic sector where she faced zero competition from its regional competitors i.e. Pakistan and India whose major strength was in the construction sector.

3.2 Regional Export Trend in GCC countries



Source: BE&OE, (2019)

1. Saudi Arabia:

In Saudi Arabia during 2018, majority of the emigrants proceeded from Bangladesh (257313) followed by Pakistan (100910) and India (72399). The emigration pattern is similar in 2018 for all three countries as it was in 2017 but declining trend is identical in all the countries as mentioned in above graph. In Bangladesh, increase in export of manpower started in the year 2017 when more than 0.5 million Bangladeshi workers proceeded to KSA. In 2018, though Bangladesh is on the top in terms of emigration statistics, but it witnessed a decline of 293,991 in a single year. The major reason behind the upsurge in the context of Bangladesh towards KSA is lifting of ban on Bangladeshi workers in 2016. Resultantly, Bangladesh and KSA have signed a labour pact for 500,000 Bangladeshi domestic workers requirement for KSA. The recruitment of these workers is being processed through online portal called Musaned Platform.

2. UAE:

In UAE, trend is entirely different especially from Bangladesh perspective, only 3225 Bangladeshi migrant workers proceeded to UAE. Bangladesh is facing challenging situation in UAE for last couple of years. According to various news sources, the

reason behind this low emigration pattern is the imposition of visa restriction on Bangladeshi workers in 2012 mainly due to security reasons and fake documentation. After decline in KSA, now UAE has become the largest destination country for Pakistani workers. Though Pakistan faced the decline of about 67000 workers in 2018 as compared to 2017 but situation is much better for Pakistan in the existing socio economic dynamics of GCC. As for as India is concerned, it also faced a decline in 2018 as mentioned in above graph. Moreover, it is pertinent to point out that UAE is the largest destination country for Pakistan in 2017 & 2018 as compared to its regional peers.

3. Oman:

In Oman the trend is similar in 2018 as it was in 2017. Bangladesh is on top in list of manpower exporting countries which exported 72504 workers to Oman followed by India 36037 and Pakistan 27202. It is important to note here that all three countries faced decline in terms of manpower export towards Oman which indicates that Gulfization policy is creating a challenging situation not only for Pakistan but other regional countries as well. Apart from declining pattern, Bangladesh has favourable situation as compared to Pakistan and India in terms of emigration number. The major reason behind the bulk of Bangladeshi workers in the Sultanate is their commitment to work even on low salary packages. According to the report of Times of Oman, a large number of the Bangladeshis who come to Oman earn a salary of around OMR 90 to OMR 100 a month. In this salary range, workers of other nationalities are not willing to work and cheap salary structure also attracts the employers to hire more workers from Bangladesh.

4. Qatar:

The emigration pattern in Qatar is also similar as it was in 2017 where Bangladesh was leading in terms of emigration statistics followed by India and Pakistan. However, a change is observed in terms of comparison of numbers of 2018 with 2017. As per latest statistics of both years, Bangladesh faced a minor decline in 2018 but increasing trend is being seen from Pakistan and Indian perspectives. Though both these countries are far behind than Bangladesh but there is a major increase in terms of percentage. From Pakistan perspective, 81% increase is observed in 2018 which is a positive sign for forthcoming time period especially in the context of availability of job opportunities regarding FIFA world cup 2022.

5. Bahrain:

Bahrain is also one of the important members of GCC. During 2018, majority of the Indian emigrants proceeded to Bahrain followed Pakistan and Bangladesh. The emigration trend in 2018 is entirely different for Bangladesh because it was in leading position during 2017 when 19318 Bangladeshi workers proceeded to Bahrain as compared to 2018 when only 811 workers got employment opportunities.

In the past, Bahrain was an appealing destination country for expats but now the foreign workers are not going to Bahrain in such numbers as it is evident in the above graph. The basic reason of this low trend is that the salaries in Bahrain have not been keeping up with the global salary trends which have slowed the flow of expats in Bahrain. Moreover, Bahrain is also following the policy of Gulfization to induct more nationals into their labor market. According to Economic Ministry of Bahrain, it wants to slash foreign workers by 25 % while imposing higher taxes and fees on them. Bahrain has also started a campaign to limit the extent of the presence of Asian workers who violate the conditions of residence in the country

It has been observed that Pakistani workers have been facing restrictions from Bahrain since couple of months which is the major reason of decline. It is reported in various newspaper that Bahrain has imposed a temporary ban on Pakistanis mainly due to the arrest of some foreigners entered Bahrain with fake passports and under false names. In another report, Pakistanis already living/working in Bahrain are being summoned to police stations for fingerprint verification. Above mentioned situation is not favorable for Pakistani workers which needs to be taken up at highest level.

6. Kuwait:

In 2018, majority of the Indian workers (57613) proceeded to Kuwait followed by Bangladesh (27637) and Pakistan (493). An increasing trend is seen in Indian perspective as comparison to the statistics of 2017 when 56380 Indian workers got jobs in Kuwait. On the other hand, Bangladesh faced a decline of around 22000 workers in 2018. Likewise, from Pakistan perspective, situation did not improve in 2018 as only 493 emigrants proceeded to Kuwait. Pakistan is still facing the visa ban/restrictions from Kuwait which was imposed in 2011 when Kuwait prohibited visas for people originating from countries like Pakistan, Iran, Iraq, Afghanistan, and Syria due to security reasons.

7. Malaysia:

Malaysia is considered an important labour market for South Asian workers. The emigration statistics of 2018 indicates that Bangladeshi workers here are in majority as compared to Pakistan and India. The same trend was observed in 2017 but in case of Bangladesh which was also leading as compared to Pakistan and India but in 2018 Bangladesh witnessed an increase of about 76000 workers. On the other hand, 9881 and 16371 workers from Pakistan and India proceeded to Malaysia respectively. Though both India and Pakistan witnessed an increase of about 2000 workers in 2018 but both Pakistan and India have limited scale in Malaysian labour market in comparison to Bangladesh.

Malaysia generally offers 3 Ds (Dangerous, Difficult, Dirty) jobs mostly in labourer category on cheap salary rates. As earlier discussed, Bangladeshi workers are willing to accept the employment contracts on low salary rates as compared to their regional peers. As per report of CWA Malaysia, China dominates the manufacturing sector of Malaysia and they prefer to hire Bangladeshi workers due to their willingness to work on low salary rates. Malaysia is also facing the issue of illegal migrants and it has started a campaign to legalize the foreign workers. According to the Dhaka Tribune, “There are reportedly around 2 million registered foreign workers in Malaysia, while another one million are believed to be illegally employed” A large number of illegal Bangladeshi workers are working/residing in Malaysia and trying to become legal under Enforcement Card (E-card) scheme and re-hiring process. The same newspaper has mentioned nearly 100,000 Bangladeshis with e-cards and another 293,000 have been brought under the rehiring process.

SECTION 4

OVERSEAS EMPLOYMENT OPPORTUNITIES

Human resource is the most important asset of a country. The effective utilization of the potential of Human resource by providing them with productive employment opportunities leads to sustainable development and growth. Providing employment opportunities is important not only for increasing national production levels but also to raise family incomes and consumption, ensure the self-esteem of individuals, reducing income disparities and thus overall improving the social well-being. According to the Vision 2025, investing in people shall be one of the priorities to generate employment in the country and abroad. Pakistan is the sixth most populous country of the world with an estimated population of 207 million. More than 10.48 million Pakistani workers were registered with BE&OE for employment abroad since 1971 till 2018. Among the total, more than 96% of the manpower export is towards Gulf Cooperation Council (GCC) countries particularly Kingdom of Saudi Arabia (KSA) and UAE has been the largest destination countries for Pakistani workers.

4.1 Foreign Jobs Opportunities/ Potential

- **UAE:**

UAE has initiated Vision 2021 to overhaul their economy with special reference to slump in oil prices. They have also urged their natives to work for their nation. Furthermore, UAE decided to reduce the oil contribution in GDP up to 20% by 2025.

Expo 2020, Dubai: According to estimates there is a demand of 0.3 34million jobs of skilled/labor jobs in future. Expo 2020 Dubai maintains a career portal <https://careers.expo2020dubai.com/en/uae/jobs> which enables individuals to easily access the available job opportunities. The portal is regularly being updated by concerned authorities with new positions ranging from entry to director level. Foreign workers selected for Expo-2020 would be given free visas.

Qatar:

Qatar is a potential country for the manpower sending countries as the world biggest event i.e Football World Cup is scheduled to be held in Qatar in 2022. Qatar is also trying to curtail the expenses incurred by public departments and organize more events. Qatar has also incepted their National Vision, 2030 and National Tourism Strategy 2030 to boost their economy.

- **FIFA World Cup 2022 Qatar:** There is a demand of 2 million jobs. Emir of Qatar announced 100,000 Jobs for Pakistanis. For this purpose, Qatar Visa Centers (QVCs) have been recently establish in Islamabad and Karachi to facilitate intending emigrants for completing the visa process and allied requirements i.e. medical, finger printing etc before departure to Qatar. State of Qatar selected Pakistan to be one of the eight counties where Qatar Visa Centers will be launched. The centers will be centrally integrated at one place to facilitate expatriates to complete Qatar Residency Permits in their home countries.

- **Kingdom of Saudi Arabia:**

There is a huge potential/Scope in Energy, IT, Health care, Telecommunications, Business management, commerce management and Administration.

- ❖ **New Taif City:** KSA planned to invest \$3 billion (SR11bn) in “New Taif” city projects, which includes new Taif Airport, expansion of Souq Okaz City, technology and industrial parks, a residential suburb of more than 10,000 homes and a new university.
- ❖ **Neom mega city.** Saudi Arabia plans to build a \$US500 billion megacity that links to Africa via a bridge over the Red Sea.
- ❖ **Saudi Vision 2030:** 30 million pilgrims annually, there are huge opportunities in Hospitality & Services sectors.
- ❖ **Restart of Makkah Haram Project**

- **Germany:**

Germany is considered as one of the popular immigration destination in the world. It is the largest economy in Europe, ranked fourth globally. It has one

of the highest labor productivity and a highly skilled labor force. Since 1971 till 2018, only 519 Pakistanis were registered for employment towards Germany which indicates that Pakistan could not capture substantial share from German labor market. According to Ministry of Foreign Affairs (MOFA), Germany would require 3.0 million skilled workers by 2030 in different sectors like Information Technology, Engineering Healthcare, Services sector, Automobile industry, Energy and Environmental sciences

- **Canada:**

The economy of Canada is highly developed and 10th largest in terms of GDP. Canada also have a sizable manufacturing sector, based in Central Canada, with automobile and aircraft industry being especially important. Canada is facing shortage of 430,000 workers in different categories i.e. electricians, welders, mechanics, salesman, drivers, technicians, engineers, IT experts, office support staff, healthcare and education professionals.

- **Japan:**

Japan is the third largest and high tech economy of the world having developed infrastructure of manufacturing, automobile, IT, telecommunication, ship building, steel sector/industry etc. Currently, Japan is facing the demographic crunch/negative growth rate due to aging population. According to the World Economic Forum, Japan's population has fallen nearly by 1 million in the past five years which is creating a challenging situation for its economy especially when Japanese products are in high demand globally. To tackle this situation, Government of Japan has introduced a new policy by approving a bill on 08-12-2018 marking great similarities with South Korean Employment Permit System that would overhaul the nation's immigration control law by introducing new visa categories for foreign workers in an attempt to address the graying population and shrinking workforce. According to reports, there is a 0.5 million employment opportunities for foreign workers by 2025 in sectors such as construction, agriculture, lodging, nursing care, ship-building and manufacturing.

- **Turkey:**

Only 623 emigrants were registered by BE&OE through its regional offices for employment in Turkey. There is a great potential for export of manpower to Turkey. Key Industries include textiles, food processing, autos, electronics, mining (coal, chromate, copper, boron), steel, petroleum, construction, lumber, paper. Agricultural products include tobacco, cotton, grain, olives, sugar beets, hazelnuts, pulses, citrus and livestock. Turkey may be urged to provide favorable visa regime to Pakistani workers in lines with European Economic Community that eases their work permit procedure.

- **Malaysia**

There is a heavy demand of security guards in Malaysia. Nepal was the only source of supply of Security Guards to Malaysia. However, the Malaysian government is considering future recruitment of Security Guards from other countries as well. All efforts are being made to fulfil this gap by shifting of such demands to Pakistan. The Malaysian government is being approached by assuring them that Pakistan can meet the demands promptly and well trained manpower is available as per requirement. The Prime Minister of Pakistan during his recent visit to Malaysia urged Malaysian authorities for taking manpower/security guards from Pakistan.

- **Central Asian States:** There is huge potential and Pakistani missions based in different central Asian states may explore the job opportunities.

- **Bahrain**

Bahrain has also incepted its Vision to shift the economy on sectors other than oil. It is also making efforts to cut the expenses of Government sector. Moreover, the Economic Development Board (EDB) of Bahrain plans to invest 20 billion dollars for different developmental projects.

- **Kuwait**

Kuwait has introduced PPP model initiatives to support the dwindling economy. They have also incepted their Visions. Moreover, Concerned Kuwaiti Authorities have been approached to relax visa regime for Pakistani nationals

and it is expected that export from Pakistan to Kuwait will also increase in the future. Kuwait has incepted certain developmental programs for 2015-20 in which special focus would be given to the infrastructure sector.

- **South Korea:**

South Korea is an important manpower importing country. South Korea imports manpower under Employment Permit System which is G to G arrangement. The Korean ministry of Employment and Labor sets every year a maximum number of workers permitted from each sending country based on a set criteria. Efforts would be made to further enhance job quota for Pakistan.

4.2 Impediments/issues related to export of manpower:

As stated earlier, there is a downward trend of manpower export abroad, after year 2015. In international perspective the downward trend is due to global economic slowdown, Euro-zone crisis & Stringent US immigration policies. The downward trend in Gulf Cooperation Council (GCC) countries (more than 96 % of the emigrants are working in GCC countries) is due to reduction in oil prices and political instability, reduction in mega construction projects which is a major source of employment for Pakistani workers. GCC countries have adopted Gulfization Policy (Saudization, Emiratization, Qatarization etc) by which priority is given to locals over expats in job market. Moreover, categorization of companies, imposition of dependent fee and VAT, reduction in employment categories are also the causes of slowdown.

General impediments:

The issues like violation of Foreign Service Agreements by employers in GCC countries due to favorable policies for employers, high emigration cost and high Business visa fee being charged from employers/business community visiting Pakistan are also hindrances for manpower export from Pakistan.

4.3 Way Forward/Recommendations:

- Currently around 96% of the manpower export is towards GCC countries. There is a need to understand the changing trends/dynamics of these countries to meet the manpower demand in future. After oil prices fall Gulf countries are introducing various initiatives especially in

services sector for revamping their economies. Demand of skilled workforce would increase and more focus would be on skill development of workers. In order to capture the job market in GCC countries, Pakistan need to adopt/formulate policies and plans according to changing trends and laws of GCC countries. If we look at Saudi Vision 2030 for example, there will be skilled workers in coming years and demand of unskilled labor force will be limited.

- There is a dire need for upskilling/skills matching and certification of workers to fulfill the demands of foreign employers. In order to capture the job market, there is a need to train professionals in different categories like educationists, doctors, engineers and scientists so that requirement of foreign employers can be match.
- High level visits of Government authorities to the labor deficient countries to discuss and explore possibility of job quotas, are required to be carried out.
- The collaboration of POEPA with training institutes like NAVTTC, TEVTA, Skill Development Council and 4 institutes accredited by UAE can be helpful to design and impart market based training to the workforce.
- There is a need to increase the share of women migrants which is very low at the time. Proactive steps need to be taken increase women's participation in overseas employment.
- Familiarity with domestic conditions, discipline, teamwork and a work-oriented approach instilled in the prospective emigrants will also help. A well-established and updated system of Pre Departure Orientation should be operational to educate the emigrants. Preparation of a regional module for pre departure orientation and post arrival orientation under platform of Abu Dhabi Dialogue is underway, which is comprehensive and needs to be implemented in localized context with true letter and spirit.
- Expo 2020 UAE and FIFA world cup 2022, scheduled to be held in Qatar, are mega events which have created a lot of job demands for skilled/no-skilled work force. All stakeholders especially OEPs need to play an active role to meet such demands.

- There is a dire need for skill matching of required job demands with suitable persons who are to be trained and groomed specifically for the identified markets.
- Government of Pakistan has planned to develop a job portal on the directives of Prime Minister of Pakistan, which will showcase the available jobs with a view to facilitate job aspirants.
- Awareness campaigns activities from Government platform needs to be initiated/enhanced to educate the general masses about the changing trends in labor market and future demands of employers.
- Community Welfare Attaches posted in different countries may play important and proactive role for effective implementation of MOUs signed with different manpower importing countries. Moreover, possibility of entering into new agreements/MOUs with labor deficient countries may be explored.

SECTION 5

STEPS TAKEN BY MINISTRY OF OP&HRD/BE&OE

This section highlights the steps and measures taken by the Ministry of Overseas Pakistan and Human Resource Development (OP&HRD) to boost the overseas employment. Some of the measures taken are given below:

- Ministry of OP&HRD in consultation with various relevant stakeholders is formulating “National Emigration and Welfare Policy” to provide migrant workers every possible facility during the entire emigration cycle. The policy is in advanced stages of finalization.
- Bureau of Emigration and Overseas Employment (BE&OE) implemented a project titled, “Registration of Intending Emigrants via Biometric Verification System linked with NADRA” in all seven Protectorate of Emigrant offices to ensure the highest level of efficiency and improvement in service delivery. It will ensure transparency and help in streamlining the registration process. It is worth mentioning that according to PC-1 the project was to be deployed in Karachi and Lahore only, however the scope of the project was enhanced, and it was deployed in all protectorate of Emigrants office. BE&OE developed and deployed various automation modules, under the project. Brief details are given below.
 - ❖ **OEP Licenses Management Module:** BE&OE digitized all information related to OEP licensing and uploaded the same on the official website of BE&OE. Under this module, OEP licenses related operational activities i.e. renewal, transfer, expiry, suspension and cancellation etc have also been automated.
 - ❖ **Permission Management Module:** An OEP portal has been developed through which an OEP can apply online for grant of permissions against foreign job. The information of the permissions granted is also available on Bureau’s official website.
 - ❖ **Emigrants Registration Module:** Through this module the registration of different modes of employment i.e. direct and OEP

is being done online. Additionally, live pictures of intending emigrants are being captured and stored along with their biometric verification through NADRA in the system.

❖ **Complaint Management Module:** BE&OE developed an online complaint management module through which any complaint can be lodged and traced online. The complaints can be referred online among relevant stakeholders.

❖ **Reports & Statistics Module:** The data of all modules is being stored in an online central database. Through this database various reports and statistics can be retrieved.

- BE&OE started uploading foreign jobs on its website to facilitate the intending emigrants. The emigrants can check Bureau of Emigration and Overseas Employment's website www.beoe.gov.pk to verify the jobs being announced by various OEPs in newspapers etc.
- BE&OE entered into an MOU with Federal Investigation Agency (FIA) for accessing the information of emigrants registered by BE&OE for data on their departure and arrival. Linkage between FIA and BEOE has been established and the data under reference is being shared. It would enable the stakeholders for taking policy decisions for reintegration and welfare of these migrant workers.
- Consolidated data (on the basis of data sharing with FIA) on Emigrants is being shared with CWAs in order to facilitate the emigrants for their post arrival and related matters.
- BE&OE and OEC established a mechanism through which the data on available foreign jobs is being shared with OEC.
- To facilitate the overseas Pakistanis, Prime Minister of Pakistan abolished the mandatory condition of NICOP.
- BE&OE started an awareness campaign to educate the intending emigrants through print, electronic/ social media:
 - BE&OE floated short messages (SMS) through mobile cellular companies. Three million SMS are being floated every month for

awareness of intending emigrants on their rights & responsibilities.

- Started floating Short messages through Radio Service.
 - Initiated awareness messages through its website & Facebook page.
 - Started preparing country specific flyers/Broachers for intending emigrants. Flyers for Qatar have been printed and are being circulated among intending emigrants for their information through all Protectorate Offices. Moreover, Flyers for Saudi Arabia, UAE, Oman, and Malaysia are in printing process.
 - A short awareness video has been prepared for information of Emigrants which is being imbedded into the mobile phones of emigrants.
- A comprehensive report on export of Manpower Analysis 2017 was prepared in year 2018 and uploaded on Bureau's official website.

Ongoing/ Future Initiatives:

Ministry of Overseas Pakistanis and Human Resource Development and BE&OE, for facilitating the overseas Pakistani and increasing the export of manpower, have planned following initiatives, a few are in pipeline and would be finalized soon.

- **Establishment of New Protectorate Offices:** Establishment of Two new protectorate offices at Islamabad and Sialkot is under consideration which will facilitate and enhance the export of manpower abroad.
- **One Window Facilitation/Fee Collection Desks:** Bureau of Emigration & Overseas Employment has been pursuing the matter for establishment of One Window Fee Collection Desk in its all Protectorate in coordination with National Bank of Pakistan (NBP), OPF and State Life. The initiative is in final stage of its implementation and would soon be deployed in all protectorates.
- **Online registration of employers** is an upcoming initiative and Bureau of Emigration & Overseas Employment has started working on it.

- BE&OE and OPF are in active coordination for data sharing of emigrants for their welfare purpose.
- **E-filing for application submission, internal communication, budget/accounting, HRM and project Management:** Process for e-filing has recently been initiated in light of Government of Pakistan's initiative and directives. IT team of the Bureau is actively pursuing the matter for its implantation.
- Upgradation of briefing halls at Protectorate offices for better briefing to the intending emigrants is an ongoing initiative. The halls have been further upgraded.

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Annexures:

1- Country Wise Comparison 2017-18

S.No.	COUNTRY	2017	2018	DIFFERENCE		PERCENTAGE
1	UAE	275,436	208,635	(-)	66,801	(-) 24.25
2	Algeria	461	213	(-)	248	(-) 53.80
3	Angola	12	11	(-)	1	(-) 8.33
4	Bahrain	7,919	5,745	(-)	2,174	(-) 27.45
5	Brunei	212	225	(+)	13	(+) 6.13
6	Gabon	2	0	(-)	2	(-) 100.00
7	Gen-Island	0	0	(-)	0	(-) 0.00
8	Greece	2	3	(+)	1	(+) 0.00
9	Guinea	6	11	(+)	5	(+) 83.33
10	Hong Kong	54	57	(+)	3	(+) 5.56
11	Iran	100	20	(-)	80	(-) 80.00
12	Iraq	599	756	(+)	157	(+) 0.00
13	Jordan	285	170	(-)	115	(-) 40.35
14	Kenya	8	17	(+)	9	(+) 112.50
15	Kuwait	773	493	(-)	280	(-) 36.22
16	Libya	4	8	(+)	4	(+) 100.00
17	Lebanon	24	27	(+)	3	(+) 12.50
18	Malaysia	7,174	9,881	(+)	2,707	(+) 37.73
19	Nigeria	75	115	(+)	40	(+) 53.33
20	Oman	42,362	27,202	(-)	15,160	(-) 35.79
21	Qatar	11,592	20,993	(+)	9,401	(+) 81.10
22	Saudi Arabia	143,363	100,910	(-)	42,453	(-) 29.61
23	Sierra Leone	3	4	(+)	1	(+) 0.00
24	Sudan	535	477	(-)	58	(-) 10.84
25	Singapore	54	65	(+)	11	(+) 20.37
26	Somalia	49	70	(+)	21	(+) 42.86
27	Spain	26	67	(+)	41	(+) 157.69
28	Tanzania	78	55	(-)	23	(-) 29.49
29	Tunisia	0	0	(-)	0	(-) 0.00
30	Uganda	22	35	(+)	13	(+) 59.09
31	UK	340	587	(+)	247	(+) 72.65
32	USA	229	339	(+)	110	(+) 48.03
33	Yemen	17	9	(-)	8	(-) 47.06
34	West Africa	2	0	(-)	2	(-) 100.00
35	South Africa	144	57	(-)	87	(-) 60.42
36	Zambia	19	17	(-)	2	(-) 10.53
37	Japan	153	258	(+)	105	(+) 68.63
38	Korea	9	13	(+)	4	(+) 44.44
39	Croatia	0	0	(-)	0	(-) #DIV/0!
40	Turkmenistan	0	0	(-)	0	(-) 0.00
41	Cyprus	1,729	1,644	(-)	85	(-) 4.92
42	Turkey	112	99	(-)	13	(-) 11.61
43	China	457	854	(+)	397	(+) 86.87
44	Cameroon	1	4	(+)	3	(+) 300.00
45	Morocco	1	5	(+)	4	(+) 0.00
46	Italy	141	86	(-)	55	(-) 39.01
47	Sweden	47	73	(+)	26	(+) 55.32
48	Switzerland	11	5	(-)	6	(-) 54.55
49	Syria	0	3	(+)	3	(+) 0.00
50	Germany	64	103	(+)	39	(+) 60.94
51	Azerbaijan	8	20	(+)	12	(+) 100.00
52	Other	1,572	1,998	(+)	426	(+) 27.10
	Total	496,286	382,439	(-)	113,847	(-) 22.94

2- Category Wise Comparison 2017-18

S.No.	CATEGORY	2017	2018		DIFFERENCE		PERCENTAGE
1	Engineer	4,021	4,676	(+)	655	(+)	16.29
2	Doctor	1,632	1,945	(+)	313	(+)	19.18
3	Nurse	293	177	(-)	116	(-)	39.59
4	Teacher	1,854	2,211	(+)	357	(+)	19.26
5	Accountant	5,856	5,306	(-)	550	(-)	9.39
6	Manager	7,739	7,382	(-)	357	(-)	4.61
7	Welder	9,803	6,374	(-)	3,429	(-)	0.00
8	Secy/S.grapher	1,345	1,093	(-)	252	(-)	0.00
9	Storekeeper	4,311	2,759	(-)	1,552	(-)	36.00
10	Agriculturist	12,558	7,596	(-)	4,962	(-)	39.51
11	Clerk/Typist	8,948	6,348	(-)	2,600	(-)	29.06
12	Foreman/Sup	9,660	5,994	(-)	3,666	(-)	0.00
13	Mason	23,986	17,130	(-)	6,856	(-)	28.58
14	Carpenter	18,204	11,629	(-)	6,575	(-)	36.12
15	Electrician	17,194	12,076	(-)	5,118	(-)	29.77
16	Cook	5,287	4,212	(-)	1,075	(-)	20.33
17	Plumber	10,440	6,352	(-)	4,088	(-)	39.16
18	Waiter/Br.	6,062	3,741	(-)	2,321	(-)	38.29
19	Steel Fixer	11,490	7,069	(-)	4,421	(-)	38.48
20	Painter	9,473	6,559	(-)	2,914	(-)	30.76
21	Labourer	183,382	150,274	(-)	33,108	(-)	18.05
22	Technician	18,266	11,368	(-)	6,898	(-)	37.76
23	Mechanic	11,830	8,595	(-)	3,235	(-)	0.00
24	Cable Jointer	2,386	1,714	(-)	672	(-)	28.16
25	Driver	53,588	52,868	(-)	720	(-)	1.34
26	Operator	9,160	5,173	(-)	3,987	(-)	43.53
27	Tailor	5,024	3,111	(-)	1,913	(-)	38.08
28	Surveyor	2,114	1,526	(-)	588	(-)	27.81
29	Fitter	11,439	7,460	(-)	3,979	(-)	0.00
30	Denter	2,769	1,493	(-)	1,276	(-)	46.08
31	Comp./Prog/Ana	3,303	2,832	(-)	471	(-)	14.26
32	Designer	809	850	(+)	41	(+)	5.07
33	Goldsmith	1,270	1,026	(-)	244	(-)	19.21
34	Pharmacist	1,217	1,346	(+)	129	(+)	10.60
35	Rigger	1,511	1,046	(-)	465	(-)	30.77
36	Salesman	12,938	8,225	(-)	4,713	(-)	36.43
37	Draftsman	1,707	875	(-)	832	(-)	48.74
38	Blacksmith	2,242	1,297	(-)	945	(-)	42.15
39	Photographer	433	291	(-)	142	(-)	32.79
40	Artist	742	440	(-)	302	(-)	0.00
	Total	496,286	382,439	(-)	113,847	(-)	22.94

3- Skill Composition Comparison 2017-18

Skill Type	2017	2018	DIFFERENCE		PERCENTAGE	
Highly Qualified	16,029	16,105	(+)	76	(+)	0.47
Highly Skilled	9,886	9,770	(-)	116	(-)	1.17
Skilled	188,745	142,486	(-)	46,259	(-)	24.51
Semi-Skilled	85,686	56,208	(-)	29,478	(-)	34.40
Un-Skilled	195,940	157,870	(-)	38,070	(-)	19.43
Total	496,286	382,439	(-)	113,847	(-)	22.94

4- Province Wise Comparison 2017-18

PROVINCE	2017	2018	DIFFERENCE		PERCENTAGE	
Federal	4635	2471	(-)	2,164	(-)	49.48
PUNJAB	261849	185902	(-)	75,947	(-)	29.00
SINDH	53590	41551	(-)	12,039	(-)	22.47
KPK	107366	88361	(-)	19,005	(-)	17.70
BALUCHISTAN	4528	4781	(+)	253	(+)	5.59
AZAD KASHMIR	33318	30358	(-)	2,960	(-)	8.88
NORTHERN AREA	3417	4185	(+)	768	(+)	22.48
TRIBAL AREA	27583	24830	(-)	2,753	(-)	9.98
<i>Total</i>	496,286	382,439	(-)	113,847	(-)	22.94

5- Protector Wise Comparison 2017-18

PROTECTOR	2017	2018	DIFFERENCE		PERCENTAGE	
Karachi	65601	47905	(-)	17,696	(-)	26.98
Lahore	123701	88490	(-)	35,211	(-)	28.46
Multan	62015	47207	(-)	14,808	(-)	23.88
Rawalpindi	129608	100195	(-)	29,413	(-)	22.69
Peshawar	80109	66532	(-)	13,577	(-)	16.95
Malakand	32659	30112	(-)	2,547	(-)	7.80
Quetta	2593	1998	(-)	595	(-)	22.95
Total	496,286	382,439	(-)	113,847	(-)	22.94

6- Statement Showing Number of Emigrants Registered for Employment Abroad (1971-2018)

S.#	Countries	1971-2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	Total
1	U.A.E.	879996	100207	139405	221765	140889	113312	2E+05	182630	273234	350522	326986	295647	275436	208635	3665017
2	Algeria.	725	1	5	37	73	37	7	2	7	36	211	259	461	213	2074
3	Angola.	70	10	70	68	379	4	8	6	8	1	22	22	12	11	691
4	Bahrain.	71458	1630	2615	5932	7087	5877	10641	10530	9600	9226	9029	8226	7919	5745	165515
5	Brunei.	663	77	56	66	74	62	79	74	67	48	85	85	212	225	1873
6	Gabon.	291	6	1	0	1	0	2	4	1	8	0	0	2	0	316
7	Gen-Island.	195	0	0	0	0	0	0	0	0	0	2	0	0	0	197
8	Greece.	474	36	6	12	14	0	0	0	0	0	2	3	2	3	552
9	Guinea.	110	12	5	5	2	10	15	12	13	6	10	11	6	11	228
10	Hong Kong.	145	16	16	22	20	33	26	17	20	38	29	38	54	57	531
11	Iran.	12570	3	3	3	3	4	14	3	26	5	65	37	100	20	12856
12	Iraq.	68133	0	0	0	1	1	0	32	951	1041	709	543	599	756	72766
13	Jordan.	4898	43	67	106	55	172	178	279	345	328	321	282	285	170	7529
14	Kenya	43	7	0	7	6	4	11	8	6	3	11	15	8	17	146
15	Kuwait.	147721	10545	14544	6250	1542	153	173	5	229	132	164	770	773	493	183494
16	Libya.	67205	67	450	940	1293	2157	490	1872	4543	2121	8	0	4	8	81158
17	Lebanon.	365	4	8	18	16	21	30	23	15	57	33	42	24	27	683
18	Malaysia.	9985	4757	1190	1756	2435	3287	2092	1309	2031	20577	20216	10625	7174	9881	97315
19	Nigeria.	2161	55	57	105	125	162	166	142	117	113	106	104	75	115	3603
20	Oman.	239940	12614	32474	37441	34089	37878	53525	69407	47794	39793	47788	45085	42362	27202	767392
21	Qatar.	57519	2247	5006	10171	4061	3039	5121	7320	8119	10042	12741	9706	11592	20993	167677
22	Saudi Arabia.	2082794	45594	84587	138283	201816	189888	2E+05	358560	270502	312489	522750	462598	143363	100910	5136381
23	Sierra Leone	124	7	3	4	0	0	0	0	0	0	0	2	3	4	147
24	Sudan.	1313	140	128	60	109	324	227	383	368	559	494	428	535	477	5545
25	Singapore.	150	8	11	16	39	58	62	47	42	76	68	33	54	65	729
26	Somalia.	66	1	4	2	4	8	5	21	14	47	23	29	49	70	343
27	Spain.	1656	183	176	85	16	6	3	10	3	7	0	5	26	67	2243
28	Tanzania.	516	39	41	65	75	76	63	55	56	72	126	50	78	55	1367
29	Tunisia.	25	0	3	7	0	0	0	0	0	1	5	1	0	0	42
30	Uganda.	305	0	0	12	4	5	10	0	6	6	37	19	22	35	461
31	U.K.	6450	1741	1111	756	556	430	308	183	158	250	260	346	340	587	13476
32	U.S.A.	2408	202	297	232	184	196	182	164	226	351	350	289	229	339	5649
33	Yemen.	4217	127	163	151	241	170	57	144	105	137	24	15	17	9	5577
34	West Africa.	307	0	0	0	0	1	3	0	0	0	0	3	2	0	316
35	South Africa.	139	65	45	93	314	184	195	302	211	189	140	95	144	57	2173
36	Zambia.	847	1	4	11	30	15	13	7	38	20	12	20	19	17	1054
37	Japan.	171	53	33	45	48	30	48	62	44	69	82	102	153	258	1198
38	South Korea.	11057	1082	434	1534	985	251	12	7	12	46	13	17	9	13	15472
39	Croatia.	44	0	0	0	0	0	1	0	0	0	0	0	0	0	45
40	Turkmenistan.	1052	10	5	97	20	28	0	0	0	0	0	2	0	0	1214
41	Cyprus.	282	111	206	129	144	50	71	129	111	278	500	990	1729	1644	6374
42	Turkey.	156	2	7	3	2	33	14	13	21	15	57	95	112	99	629
43	China.	307	435	300	172	312	191	180	220	155	254	355	482	457	854	4674
44	Cameroon.	44	0	1	0	0	3	15	0	0	3	2	0	1	4	73
45	Morocco..	38	0	4	1	1	0	0	0	0	2	0	0	1	5	52
46	Italy.	2537	431	2765	2876	5416	3738	2875	3361	2068	1563	431	242	141	86	28530
47	Sweden.	71	3	3	8	21	28	84	74	24	16	32	19	47	73	503
48	Switzerland	40	4	9	15	15	17	18	27	12	17	15	17	11	5	222
49	Syria	254	80	1	3	7	1	0	0	0	0	0	0	0	3	349
50	Germany	157	8	5	6	9	2	11	23	26	23	43	38	64	103	518
51	Azerbaijan	18	4	3	10	10	6	0	3	98	22	8	8	8	20	218
52	Others	5154	523	706	934	985	952	1258	1117	1288	1857	2206	1908	1572	1998	22458
	Total:	3687366	183191	287033	430314	403528	362904	5E+05	638587	622714	752466	946571	839353	496286	382439	10489645